

# CENTER SCENE



The Bureau of Land Management Service Center Newsletter

June 1991

## THE RFP IS RELEASED!

On May 22, 1991, the Bureau's Request For Proposal, or RFP, was released to prospective vendors, representing a significant milestone in the ALMRS/Modernization Project.

The RFP document will be used by prospective vendors in preparing proposals to fulfill the Bureau's hardware, software, and telecommunications needs for the Target System. This contract will significantly affect BLM's record keeping responsibilities, and is of great importance to the Bureau's long-term mission.

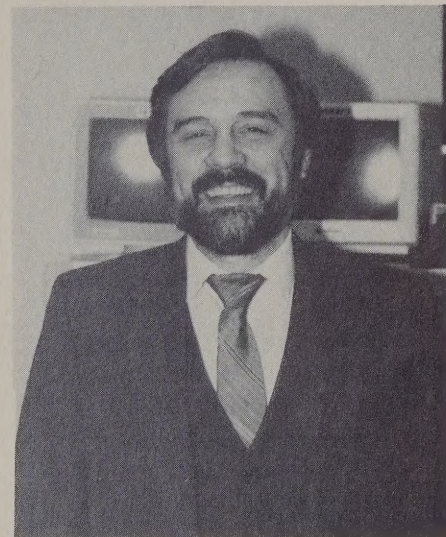
Because of the size and significance of this undertaking, intense interest has been generated in the private sector and BLM faces extreme challenges in making sure this procurement is properly managed. Employees are cautioned not to discuss this or any procurement with prospective vendors. Any questions should be directed to the Contracting Officer, Bruce Beierle, at FTS 776-0225 or 303-236-0225.

Informational copies of the RFP have been shipped to the Washington Office and each State Office. The State Offices were provided with sufficient copies for each District and Resource Area Office. For more information on the release of the RFP and what it means to you, please see the video *AIM Update II*. The video includes messages from BLM's Deputy Director Dean Stepanek, WO IRM Chief Terry Call, Service Center Director Marv LeNoue, and ALMRS/Modernization Project Manager Larry Money. Contact Bob Kyle of the Technology Transfer Staff at FTS 776-6406 or 303-236-6406 for a copy of the video.

## CHALLENGE AND OPPORTUNITY

After successfully facing the challenge of converting BLM to the Federal Financial System (FFS), three of our Finance Division employees are ready to face a new challenge with the Bureau of Indian Affairs (BIA) in Albuquerque, New Mexico. Bob White, Betty Buxton, and David Walkinshaw have accepted positions with the Office of the Secretary's Financial Management Improvement Project (FMIP). The FMIP team, consisting of high-level, experienced accountants and auditors, is being pulled together in an effort to assist BIA in implementing FFS and in resolving several major accounting deficiencies. The level of success enjoyed by BLM in its conversion and adaption to FFS operations made these individuals excellent candidates for the FMIP team.

Betty and David joined the FMIP team on May 20. Betty's area of expertise is in General Ledger and external reports. Through her efforts in external reports, BLM became the first, and currently only, Interior Agency on FFS to actually use (with a little work) the FFS

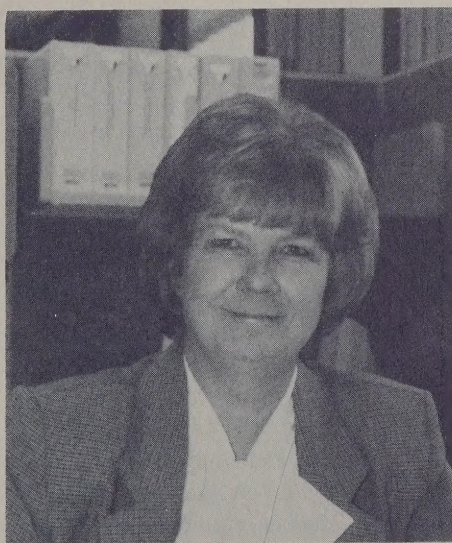


David Walkinshaw

baseline reports for submission to both the Treasury Department and the Office of Management and Budget. David has gained an excellent background in interfacing systems with FFS. He was instrumental in designing labor cost, grazing, and motor vehicle interfaces for BLM.

Bob joins the team on June 2. As Chief of the General Accounting Branch, Bob was instrumental in several conversion related activities. He pulled together BLM's project cost accounting requirements and designed the use of the FFS Project Cost Accounting Subsystem, possibly one of the most complex uses of the system in the Interior Department. He also oversaw development in the areas of general ledger and accounting transactions; conversion programs to convert general ledger balances and open item documents; and filled in wherever necessary to bring the conversion to a successful conclusion. Bob will be going to BIA as a senior accounting advisor.

Bob White unavailable for photo.



Betty Buxton



# RELEASE 1 OF THE BUREAU'S INTERIM RECORDS SYSTEM

In the spring of 1988, the Service Center and Alaska State Office initiated a project to address crucial issues in Alaska related to the Bureau's modernization efforts. Objectives of the project included consolidating the capabilities in Alaska Automated Land Record System (AALRS), Mining Claims, and Case Recordation using a Bureau-standard database and migrating Alaska's automated capabilities from their outdated Burroughs computer to an alternative hardware platform.

The project has progressed through a number of phases of life cycle management including initiation and analysis. The development phase of the system's

life cycle is nearing completion, with all of the software having been written and tested by programmers at the Service Center. Extensive user testing by Alaska and ensuing fixes to the system still need to be completed, however, before the system can be implemented in an operational environment.

The first modules of the applications code were installed in Alaska during the first 2 weeks of April. The installation was followed by a week of training and is currently being tested by Alaska users. This phase of the installation represents the first of two installations that will be required to test the system in Alaska.

A second installation is scheduled

for early June to provide the remaining modules, all of which have been written and are currently being tested at the Service Center. This second phase of the installation will be preceded by additional testing in Alaska and software fixes by Service Center personnel.

A great deal of commitment and hard work has been demonstrated by Alaska and Service Center personnel to reach this point in the project. The project is by no means complete and a great deal of work remains to be done, but BLM has taken a major step, and for the first time, the system has been placed in the hands of the users for evaluation.

## THE MANAGEMENT AND LEADERSHIP EXPERIENCE

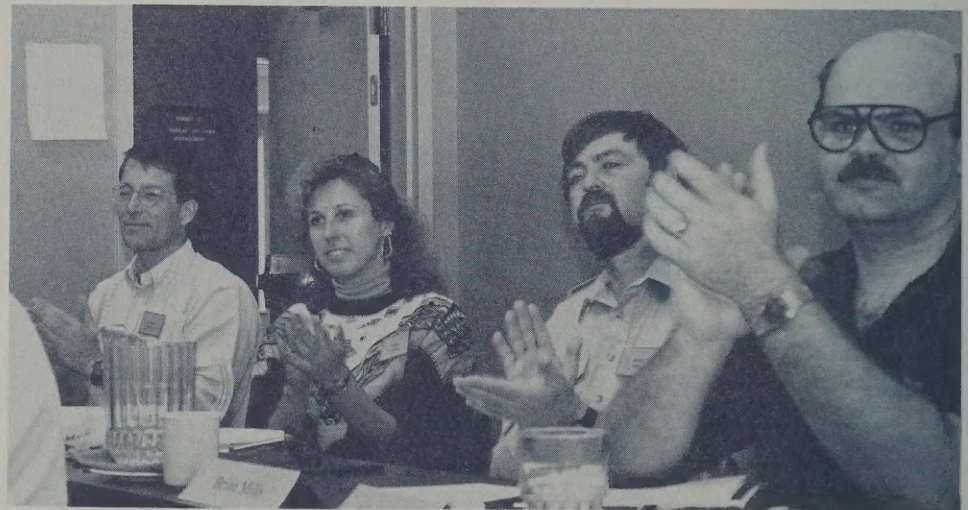
by *Debra K. Carter*

Imagine, if you will, 24 people who are type "A" personalities—energetic, dynamic, ambitious, and assertive—all thrown together into one room, and you have just described the Management and Leadership (M&L) Workshop.

The most recent M&L Workshop was held April 8-19, 1991, at the Keystone Inn in Keystone, Colorado. The participants were, of course, from all over the western United States. Although it's true that the participants of the workshop were determined individuals, they also knew the value of teamwork, which was quite evident at the Workshop. The best part of the Workshop was the opportunity to meet and exchange ideas with the other participants and the senior advisors. Certainly the rapport and camaraderie established between the participants will be maintained for a long time.

Of course, the whole idea behind the M&L is to help answer the questions of what personal challenges one would face, the moves that are necessary (which often means a lateral assignment), and the goals to be set in order to create a road map for your career. Often, individuals may have thought they were interested in a management position within BLM, but find that management is not quite what they expected, or may decide that pursuing that career, and the sacrifices it takes, won't work in their personal lives.

Several exercises were completed to



*Debra Carter, second from left, participates in a session at the M&L Workshop*

see how the individual responds in a given situation and to identify areas that could be improved. These exercises were then evaluated by the eight senior advisors and the results were discussed in a 2-hour evaluation with the individual senior advisor assigned to you. The senior advisors at this workshop included: Tom Allen, Henri Bisson, Kniffe Hamilton, Rick Hanks, Bob Moore, Dean Stepanek, Pieter Van Zanden and Elaine Zielinski. The opportunity to talk with several top managers in BLM and discuss how their careers have been and are currently being navigated was tremendously valuable. Certainly, this counseling session was the most enlightening

and in-depth conversation most participants will ever have in their careers.

The Workshop also included sessions on such topics as diversity in the workforce; personality profiles; media interviews; EEO; habits held by highly successful people; an assessment by peers, employees and your supervisor; and the importance of a balanced life, which includes wellness and family. I would like to stress, as the Workshop did, that a balanced life is essential in order to be truly successful, and that humor and friendships are a must. This is certainly a rewarding and enlightening experience, one I would encourage you to include in your goals.



# EXCELLENCE IN GOVERNMENT

The Denver Federal Executive Board's Excellence in Government Awards Program provides an opportunity for recognition of the outstanding accomplishments, efforts, and contributions of all dedicated government employees. Nominations are submitted in 15 categories, three nominees are chosen as finalists, and the winner is picked from the top three. To be nominated is an honor, and this year the SC was honored to have William E. (Bill) Ball, Jr., Branch of Cadastral Survey Development, selected as a finalist for the Outstanding Scientist/Engineer Award.

Bill joined BLM in January 1962 as the Oregon State Office Engineering Analyst, beginning a long career of developing scientific computer programs and automated systems. In 1962, before BLM owned a computer, he developed the first software written by a BLM employee for engineering, surveying, and mapping applications. These systems also became the first operational BLM computational, graphics, and data transmission systems.

In 1968 and 1970, using computational and graphics software he developed for Outer Continental Shelf (OCS) offshore oil leasing purposes, Bill provided computational support to the U.S. Department of Justice for two major U.S. Supreme Court cases involving the states of Texas and Louisiana, which resulted in a \$1 billion settlement in favor of the United States. The same software was also used to determine the location of the U.S.-Russia boundary through the Bering Strait.



*Bill Ball*

Bill transferred to the Denver Service Center in 1974 to organize the Division of Scientific Systems Development (SSD), which was accomplished with the assistance of Lindsay Otterness (SC-343D) and Richard Pixton (SC-630). Former BLM Director Curt Berklund awarded a Department of the Interior Superior Service Award for this achievement.

As a member of SSD, and later the Division of Cadastral Surveys, Bill continued to develop scientific computational and graphics systems. As a result of these efforts, BLM became the first U.S. Government agency with inertial survey and satellite positioning capabilities independent of military tracking facilities. In 1981, Bill received a Meritorious Service Award from Secretary of the Interior Watt for having then

developed seven major computational systems, including (in addition to those already mentioned) a system of cadastral survey programs for portable mini computers, a photogrammetric survey system, a radio navigation (LORAN) positioning system, and a three-dimensional geodetic control and airborne survey system.

Since then Bill has developed a very long distance offshore boundary computational capability for the Minerals Management Service and for the USDI Office of Territorial and International Affairs, an automated land records system and land survey system for the Republic of Palau, special purpose boundary determination software for the Department of State, and software used to compute the coordinates of U.S. Public Land Survey System (PLSS) corners for the Oregon WODDB Project and for the Geographic Coordinate Data Base (GCDB). He is also the author of approximately 30 technical publications.

After the end of May he will no longer be a full-time BLM employee, but will continue to work part time on an as-needed basis to maintain and improve some of the nearly 300 computer programs he developed over the years that are still in use in BLM and other agencies.

*Other BLM employees selected as finalists in their respective award categories included:*

- *John Matis (winner), Group Award for Outstanding Public Service, for his contributions to the Pre-College Employment Program (PRE-CEP)*
- *Bob Moore (winner), Frank E. Johnson Memorial Award, for his outstanding leadership in the development of intergovernmental agreement and cooperation*
- *Donnie Sparks (winner), Distinguished Federal Manager Award, for his involvement in BLM programs such as the Wild Horse-Inmate Program and the Volunteers Program, and for his unique management style.*

## PERSONNEL NEWS

### New Employees

Jerald Farringer, Fishery Biologist, SC-210

Michele Klossowsky, Voucher Examiner, SC-610

Sherri Sandmeyer, File Clerk, SC-610

Jane Goodin, Clerk-Typist, SC-630

Linda Lewis, Procurement Clerk, SC-651

### Separations

Jim Browning, Computer Systems Analyst, SC-310

April Kobayashi, Supvy. Librarian, SC-320

Paul Daigle, Comm. Spec., SC-340

Denise Sylvester, Computer Programmer, SC-340

Lynn Reynolds, File Clerk, SC-610

William Burt, Civil Engineering Tech., SC-670



# TOTAL QUALITY GUINEA PIGS

## Part II

In Part I, the SC Division of Personnel was "volunteered" to participate in a trial run of a training course on Total Quality Management (TQM) taught by Nancy Curren of the Colorado State Office. Persons from the Division were asked to role-play as workers on a ping pong ball assembly line to demonstrate the concept of *process improvement*.

To relate the ping pong ball analogy to "real" life, Nancy replaced the steps in ping pong ball manufacturing with processes the Division of Personnel often performs, such as recruiting to fill a vacancy or changing a payroll deduction. One of the important aspects of process improvement is including your suppliers (those the work is coming from) and your customers (those your work/service is going to) in the discussions. First you need to identify who your suppliers and

customers are. They might be co-workers, people from other divisions, other agencies, or the public. How many times have you found something in your in-basket and were unsure where it came from, and when you were done with it, you sent it to an office code, not sure who it would be going to? If you do not know who the customer is and what their requirements are, how can you meet their expectations?

But sometimes communication lines can be hard to open up. It helps if management encourages employees to communicate with each other and learns to accept suggestions from employees. Employees are sometimes afraid to suggest changing "the way it has always been done." There are many reasons for this, from simply not expecting to be taken seriously, to fear of retribution for being perceived as challenging authority. The solution seems to be to give the

"ownership" of the process to the group, so that changes to the process do not challenge the worth or ego of any individual, and to consistently stress and provide opportunities for communication among everyone involved in the process.

Management's support and encouragement is important, but employees can take some initiative to learn to do their own jobs better by asking questions about the requirements of their customers and the capabilities of their suppliers. For process improvement to be successful, there needs to be a cultural change in the atmosphere of the office that includes customer-supplier relationships, conformance to requirements, measurement of progress, and continual improvement. These are lofty, but achievable, goals. Though implementing TQM won't happen overnight, as we take steps towards process improvement, we can noticeably improve the quality of our work.

## PURCHASE CONTRACT FOR GPS RECEIVERS

The Division of Technical Services announced that a contract has been awarded to Ashtech, Inc. of Sunnyvale, CA. This contract allows the government to purchase two new models of Global Positioning System (GPS) receivers at a substantial savings.

GPS technology uses signals from navigation (NAVSTAR) satellites to determine positions on the ground. Using GPS receivers in the field can often save time and money when compared with traditional survey methods. GPS surveys require only a skyward line of sight to a satellite, not the often labor-intensive clearing of a line of sight along the ground between survey points. A new GPS technique, called Kinematic positioning, has recently been developed. This decreases the time to determine a position and produces cost-savings over previous GPS survey techniques.

The basic model, M-XII, is more sophisticated than those currently in use by BLM. It can collect survey data from a moving unit and has improved data processing. These new units should be easier to carry and require less

maintenance than past receivers.

The Branch of Cadastral Survey Development will be working on field testing a developmental receiver, MS-XII. This unit has the same capabilities as M-XII, but at a fraction of the size. At less than 8 pounds and 100 cubic inches, this developmental receiver has some obvious advantages for field use in remote areas.

The data processing for each receiver is designed to run on an IBM-compatible personal computer. The program requires a 286 processing unit, but the program runs more efficiently on a 386 processor.

The cadastral cache has contracted to purchase 12 receivers, 6 of each type, for loan to cadastral field offices. The contract also provides for purchase of 76 additional units at fixed prices to governmental agencies through FY 1993. Training will be provided by the manufacturer, as coordinated by the Branch of Cadastral Survey Development.

Additional NAVSTAR satellites will be launched during the coming years with 24-hour coverage expected by mid-1993.

## FEW TRAINING BENEFITS MANY

The Rocky Mountain Region of Federally Employed Women will be hosting the 22nd National Training Program (NTP) at Currihan Hall in downtown Denver on July 15-19, 1991. This is an annual training conference open to all Government employees. It provides an excellent opportunity for all participants to attend a top-notch training program and establish networking contacts.

BLM is fortunate to have several of its employees involved in planning and presenting the NTP. Angie Sether, Cathy Davis (retired), Kathy Tober, Nellie Werito, and Lynne Price have all participated in the committees that have pulled the conference together. In addition, Lee Allen, Gordon Jennings, and Debra Price will be presenting training sessions at the conference.

For more information, please call Angie Sether at 236-6420.